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Efforts Based on Our CSR Action Principles

Respect for Human Rights, Development of Favorable Work Environments



CSR Action Principles

The Kansai Electric Power Group fully recognizes that respect for human rights is a vital corporate obligation based on international agreements. Accordingly, we will strive to secure safe and comfortable work environments free of all discrimination for all persons who are in any way involved in our business activities.

Respect for human rights

Basic policy

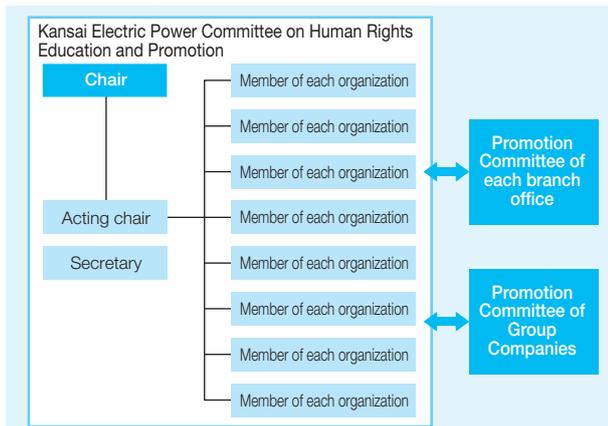
Our Group regards human rights as a universal value and is proactively striving to engender a corporate culture that permits no discrimination or human rights violations while realizing a society grounded in human rights in the recognition that respect for human rights is essential to every operation.

In addition, to cement a proper understanding and awareness of human rights on the part of every employee regarding various relevant issues — such as the *buraku* issue, sexual harassment, workplace bullying, and discrimination on the grounds of physical handicap — employees must take action by facing these as their own problems. This not only ensures a positive working environment but also convinces us that such leadership should spread to our customers and to society at large. Consequently, we continuously raise awareness and offer training initiatives related to human rights.



Social Integration Education Promotion Committee

Promotion System



Awareness-raising initiatives related to human rights

We implement awareness-raising initiatives related to human rights targeting all our employees. During fiscal 2014, a total of 25,342 employees attended lectures on this issue.

In conjunction with Constitution Week and Human Rights Week, we also implemented other awareness-raising initiatives such as human rights lectures to enhance knowledge and respect for human rights. We solicited submissions for human rights slogans and provided information on our company web portal. We received a total of 14,246 submissions for our human rights slogan campaign.



Lecture on human rights for upper management

Results (characteristic training and attendance in FY 2014)

Training details	Target person	Attendance
Human rights lecture (rights of handicapped persons)	Upper management, promotion members, officers and others	170
Harassment counselor training	Persons in charge of consultation desks	19
Training to create an LGBT*-friendly workplace	Upper management (in charge of personnel) Persons in charge of diversity and human rights, etc.	11

* A generic initialism for lesbian, gay, bisexual, and transgender sexual minorities

Initiatives linking our group, municipalities and other entities

Our Group holds semiannual Human Rights Information Exchange Meetings for Group Companies and provides a wide range of information and opportunities for discussions regarding human rights.

Our Group also actively participates in the activities of liaison meeting organizations that offer various activities focused on respect for human rights. These include the Osaka City Human Rights Council of Corporate Enterprises as well as national and local government meetings.

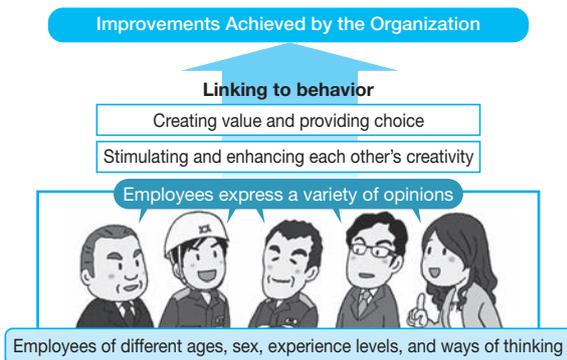
Our Group will positively promote respect for human rights throughout the coming fiscal year while widely sharing information on human rights.

Promoting employment diversity and creating comfortable workplaces

Efforts to promote diversity

Kansai Electric Power's diversity goals

We established an exclusive organization in 2011 intended for all employees with the goal of raising awareness and promoting behavioral changes in order to promote the advantages of individual differences as one of our strengths. We are promoting initiatives such as workplace training and the periodic release of information intended to forge the power of the individual as an organizational strength.



Initiatives to encourage the further success of female employees

We support a woman's ability to make an ongoing contribution to the organization by nurturing her ability to develop through her work and through self-growth. We are also engaged in improving working conditions so that women can continue working with high motivation through the various stages of life. The number of women in managerial positions increased from 30 as of the end of fiscal 2009 to 70 as of the end of fiscal 2014.

Kansai Electric Power has signed the Women's Empowerment Principles prepared by the UN Global Compact and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

Results (Number of new female employees and female managerial positions)

	Number of new female employees	Number of females in managerial positions
Fiscal 2014	37	70

(Excludes medical staff and transportation staff)

Targets for female employment

Appointments to managerial positions	By the end of FY 2020, the ratio of females in managerial positions shall be double that of FY 2013.
Recruitment	Ratio of females recruited for office work shall be at least 40%. (FY 2015: 28%)

Creating flexible working conditions

Promotion of employment of elderly persons

In accordance with the objectives of the Act on Stabilization of Employment of Elderly Persons, we introduced a system for re-employing retired employees in 1996. Currently, more than half our employees who have reached retirement age are participating by applying their extensive expertise and skills.

Promoting employment of persons with disabilities

We are also actively promoting the employment of workers with disabilities through our special affiliate company Kanden L-Heart (established in 1993). As a result, our ratio of workers with disabilities was 2.24% as of June 2015, remaining above the legally required ratio (2.0%). We are opening up a diverse range of jobs for people with disabilities such as office work assistant while bolstering support for those with mental disabilities.

Systems to support the changing stages of life

To support work-life balance, we have instituted systems offering a diverse range of options.

Major Systems

Maternity leave	From 6 weeks before birth until 8 weeks after birth
Paternity leave	5 days when a spouse gives birth
Sick or injured child care leave	To care for a sick child or take a child for a health checkup before the child is enrolled in elementary school
Accumulated leave for family support	Paid leave accumulated as part of one's annual paid vacation can be taken to care for a sick spouse and other family members or for hospital visits for infertility treatment
Childrearing leave	Can be taken until the end of the fiscal year when the child turns 3 years old
Family care leave	To care for family members; can generally be utilized within 3 years or for a total of 93 days.
Shortened work hours (for child care)	Can be utilized until the child starts elementary school
Shortened work hours (for family care)	To care for family members for the period requested by the employee in the period during which a family member requires care
f-Staff system	A system for rehiring workers who previously left their job to have a child, raise children, or care for a family member

Maintenance of stable labor and management relations

Kansai Electric Power has concluded union shop agreements with the Kansai Electric Power Labor Union toward the shared goal of improving company productivity accompanied by improved labor conditions. We have built good labor/management relations based on a strong foundation of trust throughout our long history.

Training our employees

Policies

The Kansai Electric Power Group understands that its employees are the driving force behind all Group business activities, and that their development underpins the Group's overall growth. Consequently, we have established the Ability Development Basic Plan, which includes a range of initiatives providing sustained support in a variety of aspects. These include safety awareness as a top priority, leadership, and knowledge and skills. In this way, we are actively assisting the growth of all employees and effectively arranging for supervisory personnel to train employees in the workplace.

Specifically, we are working to create an atmosphere in which employees in all our workplaces can teach and be taught by one other. This is achieved through the establishment of an instruction system and the promotion of an on-the-job training approach that evaluates the skill level of individual employees. We are also supporting personal development and are implementing training programs targeting different roles and abilities.

● Important Elements of the Ability Development Basic Plan for FY 2015

- (1) Training to support for a safe and steady supply of power well into the future
- (2) Training to meet the expectations of customers and society
- (3) Training to enhance and strengthen our business foundation in anticipation of a new management environment

■ Group training attuned to roles and abilities

Our Group conducts group training based on the employee's role and abilities. In addition to our new employee-training program, we provide general training programs according to the employee's extended abilities or changing roles, such as training for personnel newly assigned to managerial positions. We are taking steps to bolster our Specialist Training programs designed for different specialties and levels of ability and are supplementing our on-the-job training while passing on skills and techniques. Furthermore, we seek to improve training in support of female empowerment.

We are choosing effective methods that include group work and simulator training as well as skills presentation, which are conducted every year for the purpose of directly managing technology. We continue to improve these programs even as we implement them.



Group work as part of our new employee training (general training)



Simulator training (Specialist training in the Nuclear Power Department)

◆ Our Training Programs

Classification Target	OJT	Group training				Self-development support measures				
		General training		Promotion of female empowerment	Specialist training					
Managerial staff	Skill record system and on-the-job training	Section manager of frontline workplace training	Training of head office managers (leadership, etc.)	Training in QMS, safety, etc.	Promotion of female empowerment	Specialist training for management at supervisor level				
		Training of newly assigned officers	Training of assistant managers							
General staff	Skill record system and on-the-job training	Basic training at each level (management policies, CSR, safety, quality, etc.)	Deputy director step-up training (subordinate management)	Workplaces support (delivery training, provision of teaching materials, etc.)	Career-stretching seminar	Application level specialist training	Skills presentations	Deputy director challenge	Challenge training and external correspondence course (application system training measures)	Support for acquiring national qualifications and the like
		New employee training (common)	Business employee course (practical workshops; quality control)							
					"My Job" Tutoring Class	New employee training (for each department)				

Specific initiatives

■ Supporting on-the-job training effectively

On-the-job training increases employee abilities through appropriate instruction and advice from supervisors and seniors. In addition to improving various texts and manuals, our Group has improved its skill recording system, which ascertains and records each employee's specialized skills in databases of the technical departments. We utilize this information for training plans and employee self-improvement as well as for daily on-the-job training.



On-the-job training for repair work



On-the-job training for inspection work

■ Supporting the self-directed growth of all employees

In the area of employee training, it is important to foster the self-directed growth of each employee with support and encouragement from superiors. In order to proactively support employees through motivation, our Group has prepared a variety of self-development support measures. We are focused on providing opportunities for employees to pursue their own self-directed motivation through an in-house certification system that accommodates motivated employees. We also offer application-based training systems (challenge training) held on evenings and holidays, measures for recommending external correspondence courses, and other initiatives.

Some of the self-development support measures are presented to our Group companies to assist with personnel training throughout our Group.

Results (No. of participants in FY 2014)

Group training (company measures)	Total: 42,024
Challenge training (support measures for self-directed development)	Total: 1,432

Safety and health efforts

Formulating guidelines and plans for safety and health activities

To create workplace environments where employees can remain safe and healthy, Kansai Electric Power promotes efforts to create stimulating and lively workplace environments. The Safety and Health Activity Guidelines establish priority measures for the entire company, and each workplace creates an annual Safety and Health Activity Plan comprised of efforts to be taken based on those guidelines, and develops its own independent Safety and Health activities.

2014 Kansai Electric Power Safety and Health Activity Guidelines: Priority Measures

Safety

- 1 Raise the safety awareness and risk sensitivity of employees in relation to their behaviors
- 2 Promote reciprocal safety activities with business partners through awareness-raising
- 3 Thoroughly commit to safe operation of vehicles

Health

- 1 Employee self-monitoring to prevent illness and promote health maintenance and improvement
- 2 Maintain and promote concerned and attentive workplace environments
- 3 Enhance the support system

Safety and Health Committee meetings

Our Safety and Health Committee meets monthly together with labor and management in every workplace to promote safety and health activities. We engage in repeated discussions of how to formulate a fiscal activity plan, ensure employee hazard prevention, and maintain good health.

Company-wide Safety and Health Meetings

With the goal of ensuring safety and health during periods of intense heat, we hold a company-wide Safety and Health Stress Campaign every year for two months beginning in July. In early July, we hold a Company-wide Safety and Health Meeting under the president and seek to energize employees and promote a feeling of solidarity in safety and health awareness.



Company-wide Safety and Health Meeting

Specific safety activities

Accident prevention measures and education

Our accident-prevention activities are aimed at achieving zero accidents for every task. These activities include efforts to raise employee safety awareness; risk assessments to evaluate and reduce risks that may be hidden in facilities and processes; safety patrols; and TBM-KY as well as other risk-reduction activities that allow us to identify dangers and areas of concern, share information concerning them, and take remedial measures. In addition, to supplement employees' autonomous safety activities, we conduct not only safety training as required by law, but also a variety of other specialized education to strengthen and enhance our safety control structure.



Booklet introducing examples of risk management in various workplaces

Thoroughly managing driver safety

For employees who drive company vehicles, we provide both education and training in practical skills related to safe driving based on our unique "driver certification system." After that, we perform periodic follow-up education and training and require the passing of a driving skill test. In addition, we systematically train driving instructors who instruct drivers and effectively implement safe driving management in each workplace.



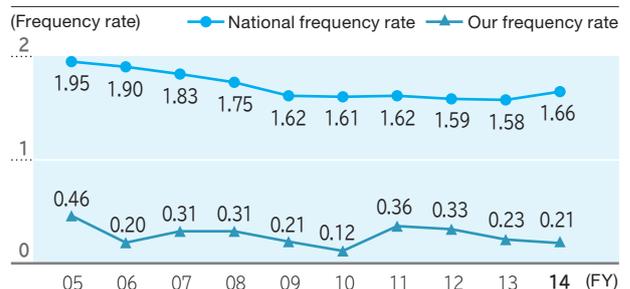
Training of driving instructors

Formulating accident recurrence prevention policies

In the event that an accident occurs, we investigate and analyze it, put measures in place to prevent recurrence, and disseminate this information throughout the Company to help reduce our accident rate to zero.

As a result of these efforts, our accident frequency rate* is lower than the national average.

Trend in Accident Frequency Rate



* Expresses the frequency of accident occurrence by indicating injuries requiring more than one lost day of work per million hours worked.

Developing safety activities that contribute to a unified group

In order to foster a culture that affords the highest priority to safety assurance throughout the Group, we have created an even more effective safety culture at Kansai Electric Power with the purpose of ensuring the safety of all people concerned, including our partner companies and customers. We promote group-wide initiatives to share information, technology, and expertise related to safety while engaging in interactive communication to deepen mutual understanding.

Specific health activities

Promoting voluntary employee initiatives for mental and physical health

At Kansai Electric Power, we voluntarily support the mental and physical health of our employees. With our Health Information Station health care website, we provide information that contributes to the maintenance and promotion of good health

This site provides detailed advice that emphasizes physical health, such as health guidance related to exercise habits, improving one's diet, and supporting smoking cessation in order to prevent the emergence of lifestyle-related diseases.



Top page of the Health Information Station website (left)
Mental health and lifestyle-related disease page (right)

Promoting and strengthening mental health policies

To support employee mental health promotion, Kansai Electric Power has boosted education relating to stress relief, established points of contact for counseling both inside and outside the Company, and encouraged counseling visits.

Furthermore, in an effort to strengthen our self-care policies, Kansai Electric Power began promoting the use of an in-house portal site providing a stress diagnostic tool. We also introduced a Return-to-Work Support Program to help employees facing mental health challenges make a smooth transition back into the workplace. In these and other ways, we are providing a supportive work environment.

In order to foster an environment conducive to mutual support among supervisors and colleagues and enhance active communication, we are promoting implementation of the *Mental Health Handbook for Supervising Managers* at each workplace. We are also pursuing an initiative to support interpersonal communication with a feeling of gratitude through praise of daily work as well as minor things. Known as the Kanden Eeyan Message, this friendly commendation is focused on workplace mental health.

Mental Health Handbook for Supervising Managers



Employees who notice their colleagues showing kindness, a positive spirit, or perseverance can express their gratitude and praise in their own words using the Kanden Eeyan Message form.

Improving our support system

We have devised several support systems that involve supervising managers, workplace colleagues, and external counselors in addition to health care staff such as industrial physicians, industrial nurses, and counselors.



Responding to new strains of influenza

Through our in-house portal, we are able to transmit information regarding the state of any epidemics and ways to prevent infection. We continually foster an awareness of prevention among our employees and have improved internal standards based on the experience gained from the H1N1 influenza outbreak of 2009. As a countermeasure, we have also stockpiled required items.